

April 8, 2024

**SENT ELECTRONICALLY BY EMAIL**

GUARDIAN PEST SOLUTIONS, INC.  
3131 Halvor Ln  
Superior WI 54880  
ATTN: Michael J Maxson HR and Safety Manager  
mmaxson@guardian-online.com

Re: Equal Pay Certificate of Compliance Approval

Congratulations! The Minnesota Department of Human Rights (MDHR) has reviewed and approved your business's application for an Equal Pay Certificate of Compliance. This certificate allows you to execute contracts of \$500,000 or more for state and metropolitan agencies.

The Office of Equity and Inclusion for Minnesota Businesses is excited to partner with your organization in creating and implementing policies that foster equity, diversity, and inclusion. The Office of Equity and Inclusion will support your equal pay commitments by providing trainings, toolkits, and technical guidance to ensure that your workforce reflects the communities it is a part of and to prevent workplace discrimination.

The Office of Equity and Inclusion for Minnesota Businesses is tasked with oversight of your good faith efforts to comply with equal pay laws and may periodically request information from you.

Through our partnership, MDHR is committed in its goal of creating a world where everyone can lead full lives, rich with dignity and joy.

If you have any questions, contact the Office of Equity and Inclusion at [compliance.mdhr@state.mn.us](mailto:compliance.mdhr@state.mn.us) or 651-539-1095.

Sincerely,



Rebecca Lucero, Commissioner  
Minnesota Department of Human Rights

AN EQUAL OPPORTUNITY EMPLOYER

540 Fairview Ave N, Suite 201 • St. Paul, MN 55104 • Tel 651.539.1100  
MN Relay 711 or 1.800.627.3529 • Toll Free 1.800.657.3704 • [mn.gov/mdhr](http://mn.gov/mdhr)

Rev 10/26/2021

## EQUAL PAY CERTIFICATE OF COMPLIANCE

The Commissioner of the Minnesota Department of Human Rights by the signature below attests that **GUARDIAN PEST SOLUTIONS, INC.** is hereby certified as a contractor under the Minnesota Human Rights Act, § 363A.44.

Certificate start date: **April 8, 2024**

Certificate expiration date: **April 7, 2028**

**Minnesota Department of Human Rights**

**FOR THE DEPARTMENT BY:**



Rebecca Lucero, Commissioner

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